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Protected time for education of young ophthalmologists: The Danish experience

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Postulate:

To find time for teaching is not the problem.

To induce creative learning in young doctor and to inspire engaged teaching by senior doctors free amble time.

The ultimate goal of the leader



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Formal ophthalmological training in Denmark:

Structured courses

200 hours, 14 courses, 2 years

Travel and time in courses paid
by the hospital.

Scientific training for all non PhD's



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Formal ophthalmological training in Denmark:

Scientific training course for non-PhD's:

Basic PhD courses at the universities

Seminar 1

Project, 1 month + tutor + project

Seminar 2

Presentation of project



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Formal ophthalmological training in Denmark:

No efficient feed back:

- Log book – a kind of burden

- No specialist examination

Danish Ophthalmological Society

- Fully supports EBO examinations



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Creative teaching:

Receptive young doctors

motivation

proper level of education

identification of end point



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Creative teaching:

Engaged, empathic teachers
motivation
framework
patient selection
interfaces



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Structure:

Each year – each young doctor,
coaching with leader:

- Developmental discussion

- Selecting endpoints

- Selecting projects

- Selecting personal tutor



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Structure:

Every three months:

Rotation between clinical teams like:

Anterior segment

Posterior segment

Squint & neuro-ophthalmology

Paediatric ophthalmology

Orbit and adnexa



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Structure:

Clinical teams:

- Consultants

- Assistant consultants

- Doctors in training

 - assist in surgery

 - patients in double clinics



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Structure:

Each week:

- 1 – 2 hours clinical case presentations
- 1 – 2 hours structured teaching
- Closing of the week meeting



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Tools that worked for me in Copenhagen:

½ scientific day a week for all

If no production – it is lost

If high production – 1 day

Annual evaluation



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Tools that worked for me in Copenhagen:

Office space for all young doctors with

Free access to internet and libraries

Mix with PhD's

Closing of the week meeting



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Tools that worked for me in Copenhagen:

Double clinics

young doctor at one work station
team consultant at the other

No patient is seen more than twice
then book time with a consultant



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Remember:

Time available without a purpose is waist

Engagement creates spare time

Enthusiasm creates even more



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Science and learning are like love

You may share a cake, a patent or a house
- And you loose part of it

When you share ideas, dreams, knowledge
- like with love, you do not loose any part of it
- you gain

It is not a prerequisite, that you love
your colleges, but you should like them enough
to share your ideas and thoughts